U.S. Army
Space and Missile Defense
Technical Center

STRATEGIC PLAN

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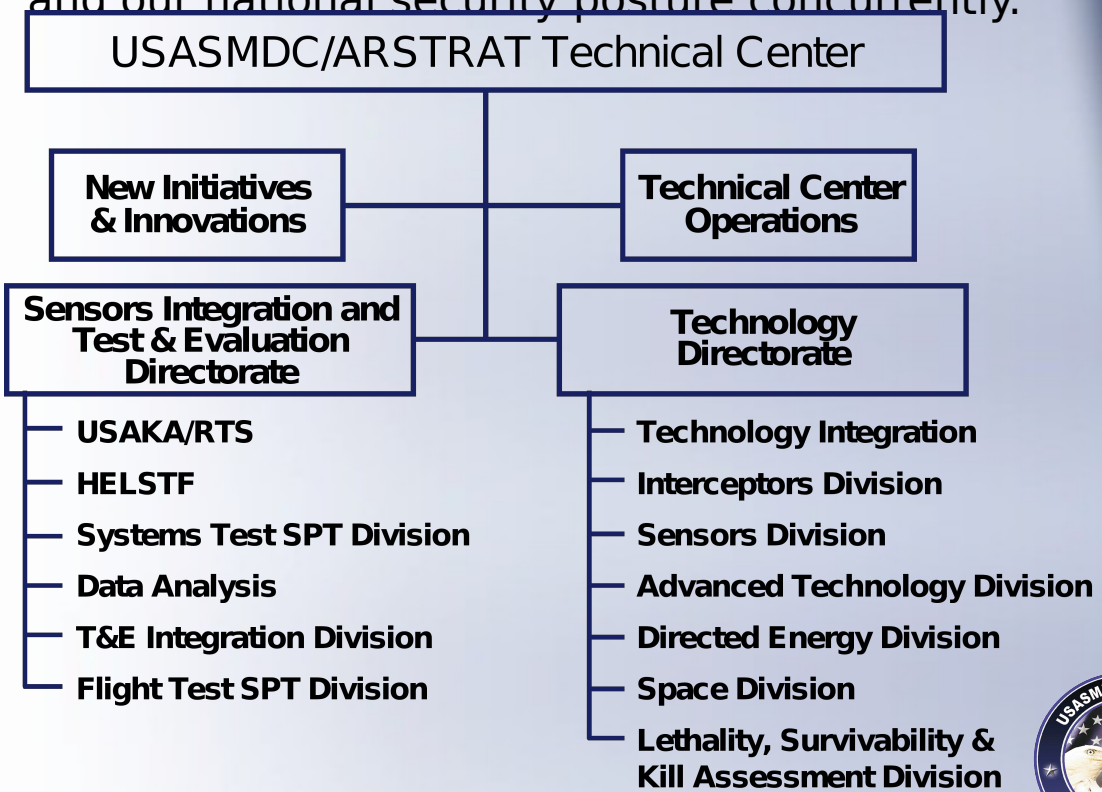
The SMD Technical Center's mission defines its role and relationship to the Army. Our five core competencies outline the route that we follow to accomplish that mission. These competencies reflect the functions and functionality of the Technical Center. They define the areas of excellence that we have selected as targeted areas of future achievement.

Our competencies are: Space, Directed Energy, Sensors, Interceptors, and Test and Evaluation. Each competency is varied in scope and offers unlimited potential opportunity for the key to our success - our personnel. Whether a scientist, an engineer, a technologist, a member of the Acquisition Workforce or the Acquisition Corps, or employed in some other capacity, each member of our staff is integral to our past legacy and is part of our future success. Our strategic plan is presented here to help further that success.

STRATEGIC PLANNING

The Technical Center implemented this Strategic Planning process to help:

- Align strategic focus areas.
- Link business strategy to resource allocation to enhance informed decision making.
- Measure performance and assess progress.
- Reinforce a culture of performance excellence, continuous improvement, and accountability.
- Identify opportunities to accelerate the momentum of our technological advancement.
- With the help of the entire Technical Center team, we will improve Warfighter capabilities and our national security posture concurrently.



MISSION

The Technical Center Mission provides purpose for our efforts.

- Develop and transition space, missile defense, and other related technologies.
- Plan and execute test and evaluation programs and related analysis.
- Manage and operate the US Army Kwajalein Atoll/Reagan Test Site (USAKA/RTS), High Energy Laser Systems Test Facility (HELSTF), and Big Crow Program.

VISION

The Technical Center Vision points the way to the future. It focuses the Technical Center's planning and decision-making efforts toward relevant accomplishments.

- Enable warfighter dominance through space and missile defense technology development, integration and testing.

VALUES

Technical Center Values mirror those of the US Army and serve as inner guides for our day-to-day business.

- **Loyalty** - Bear true faith and allegiance to the U.S. Constitution, the Army, the Command and Technical Center.
- **Duty** - Fulfill your obligations.
- **Respect** - Treat people as they should be treated.
- **Selfless Service** - Put the welfare of the Nation, the Army and your subordinates before your own.
- **Honor** - Live up to all Technical Center values.
- **Integrity** - Do what's right, legally and morally.
- **Personal Courage** - Our ability to face fear, danger or adversity with both physical and moral courage.

GOALS

Technical Center goals address broad and enduring areas of activity to guide mission accomplishment and focus actions on activities that are critical to our success. Each goal has a number of associated objectives and related actions. Milestones and responsible parties are identified for each action. Metrics are defined for each objective and are used to measure progress at periodic intervals. Objectives are somewhat time and situation dependent. Therefore, adjustments are made as necessary to ensure the Technical Center's activities remain in synchronization with a changing world environment and our shifting customer base.

Six Technical Center goals and accompanying objectives guide the workforce in its efforts to achieve its mission. The Technical Center's goals are:

Technology Execution - Grow and lead space, directed energy, missile defense, and other technology capabilities.

Test and Evaluation - Modernize test and evaluation activities and lead new initiatives to expand the Technical Center's role in warfighter test and evaluation.

Workforce Development - Recruit, train, and maintain a highly qualified workforce matched with customer needs and expectations.

New Business - Expand the Technical Center business base by finding and executing new business opportunities.

Customer Satisfaction – Meet or exceed customer expectations.

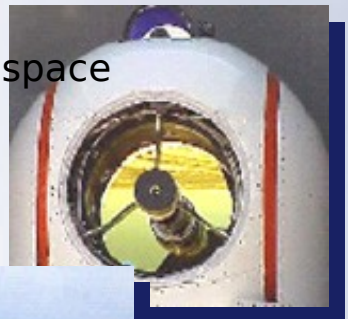
Process Improvement - Develop and improve internal processes to effectively support Technical Center and Command priorities.

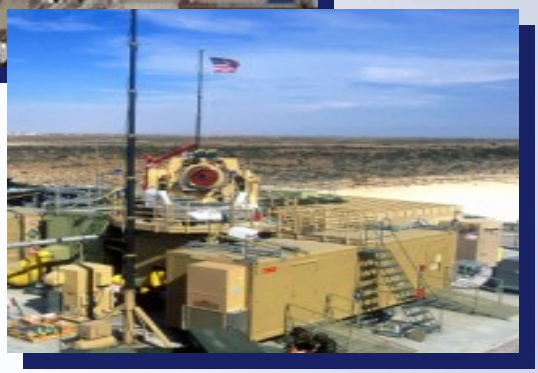
(Corresponding Strategic Objectives and Action Plans are posted on the Technical Center ShareIT and SharePoint sites.)

CORE COMPETENCIES

***The Technical Center Core Competencies** Directly Support Our Market Segments . . .*

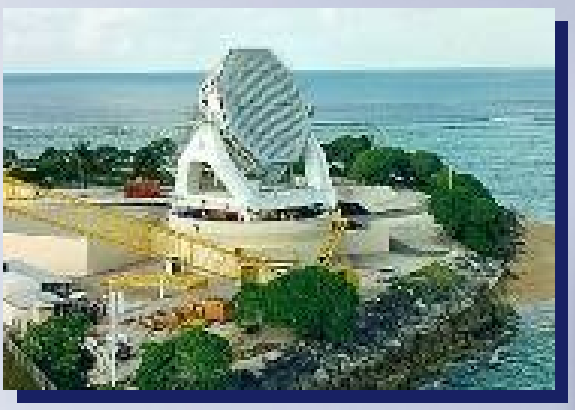
Space:
The Technical Center is the Army lead for space research, development, and engineering. In this role, the Technical Center identifies, develops, demonstrates, and integrates Army- and DoD-aligned space technologies in the areas of space superiority and space surveillance.



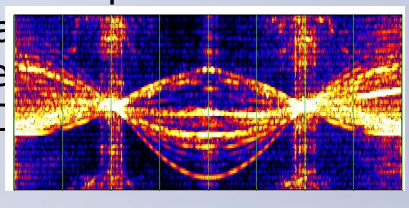


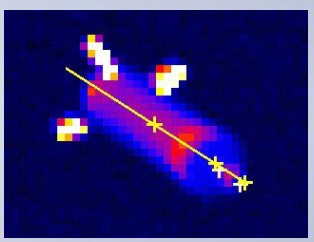
Directed Energy:
This competency focuses on developing lasers to defend against short-range ballistic missiles, cruise missiles, precision-guided missiles, rockets, artillery projectiles, mortars, unmanned aerial vehicles (UAVs), and rotary/fixed wing aircraft. The Technical Center is developing compact, high-energy solid state laser (SSL) technologies with Future Combat System (FCS) and Future Force applications.

Sensors:
Research, development, and testing sensors that are critical to the surveillance of space; target detection; discrimination and tracking for missile defense; and the observation of test and evaluation events. Areas of expertise include radars, optics, infrared (IR) sensors, and laser radars (LADARs).



Interceptors:
This competency addresses interceptor technology development and includes expertise in kinetic energy kill vehicles, missile structures, propulsion, inertial measurement units, thermal batteries, low cost avionics, seekers, mission processors, reduction of acquisition costs with materials and material manufacturing, and divert and attitude control systems. To further support this competency, the Technical Center also maintains expertise in missile letha and kill asse Defense (MD





Test and Evaluation:
The Technical Center is responsible for space and missile defense test and evaluation (T&E). For this competency, the Technical Center's areas of expertise include test range operations (USAKA, HELSTF, and Big Crow); test planning and execution; test resource management; and management and analysis of data.

THE FUTURE

The Space and Missile Defense Technical Center's rich legacy of developing and transitioning technologies and capabilities for space, missile defense and related areas enabled us to develop and maintain a highly qualified and dedicated workforce whose strong customer focus has been and remains key to our success. We will continue to build on our long heritage, evolving and adapting, when necessary, to support ever-changing and increasingly more complex national security requirements.

The future, while presenting many difficult challenges, also offers great technical opportunities. These changes, including the accelerating proliferation of the asymmetric threat, cause the Technical Center to adapt in order to stay abreast of new technologies and constantly evolving customer needs. We build on our strengths and improve the way we conduct business to supply cutting edge technologies and test and evaluation capabilities.

Strategic planning is the tool Technical Center leadership uses to focus efforts for creating improved warfighter capabilities. Such planning helps synchronize activities for optimum payoff and is used to assist in making resource allocation decisions. The Technical Center Strategic Plan is aligned with DoD, Army and SMDC strategies and plans. It defines Technical Center strategic goals, objectives, and the specific actions that drive work accomplishment. It also provides mechanisms for periodic review and measurement of progress toward meeting established objectives. An assessment of strengths, weaknesses, threats, and opportunities helped shape the Technical Center's forward-looking goals and objectives. Strategic planning, combined with business planning and other decision-making tools, forms the overall framework for Technical Center leadership and management to achieve the goals and objectives.